Competitive Development Group Information Brief

CDG Program: "Finding Army Civilians With The Courage To Lead"

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ACQUISITION SUPPORT CENTER

Topics of Discussion

- DAWIA
- CDG Vision
- CDG Mission
- Candidate Development
- Improvement Initiatives
- Summary

DAWIA

Defense Acquisition Workforce Improvement Act

Title 10, United State Code, Chapter 87 (National Defense Authorization Act for 1991)

- Provide for the effective management of persons serving in acquisition positions
- Identify appropriate career paths in terms of education, training, experience, and assignments necessary for career progression
- Provide opportunities to acquire the education, training and experience necessary to qualify for senior acquisition positions
- Provide for the selection of the best qualified individual for a position

The Vision

"A highly educated and trained workforce of acquisition leaders for the 21st century, that's intellectually capable of developing expert systems necessary to support the Future Force."

ACQ Workforce

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CDG Mission

The mission of the Competitive Development Group (CDG) Program is to provide the Army Acquisition Workforce with the best technically trained, educated, experienced, and multi-functional acquisition leadership available in support of the soldier and the Army Acquisition Corps (AAC) mission.

CDG Candidate Development

CDG PROGRAM & YOU

Competitive Development Group

Requirements & Structure

What is the CDG Program?

- Purpose is to develop civilian acquisition leaders for the Army of the future
- Open to competitively selected GS-13 (or equivalent personnel demonstration broadband level) AAC members
- Candidates selected from best-qualified applicants through a 2 step competitive selection board process
- Assigned to a centrally funded position on the ASC Table of Distribution and Allowances
- Provided centrally managed education, experience and training opportunities designed to provide corporate career and leadership development opportunities in a structured, highly visible program
- Offers expanded leadership training and experience opportunities

Eligibility Criteria

- Required:
- Current Department of the Army (DA) Career or Career Conditional appointment employee
- GS-13 or equivalent broadband
- Army Acquisition Corps (AAC) member

- Desired:
- Multiple certifications
- Graduate degree
- Prior supervisor experience
- Multiple Assignments
- Demonstrated Communication Skills

AAC Membership

- **Statutory Requirements: *Must Meet the Following Criteria:***
  - **Four Years of Acquisition Experience**
  - **Level II Training (Achieve Level III within 18 Months)**
  - **Baccalaureate Degree from Accredited University AND**
    - ***Possess Either:***
    - ***At Least 24 Semester Credit Hours in Business Related Disciplines***

      OR
    - ***At Least 24 Semester Credit Hours in Career Field AND 12 Semester Credit Hours in Business Related Disciplines. (Some DAU Courses Count when Documented on Official Transcript)***
  - **Mobility Agreement**

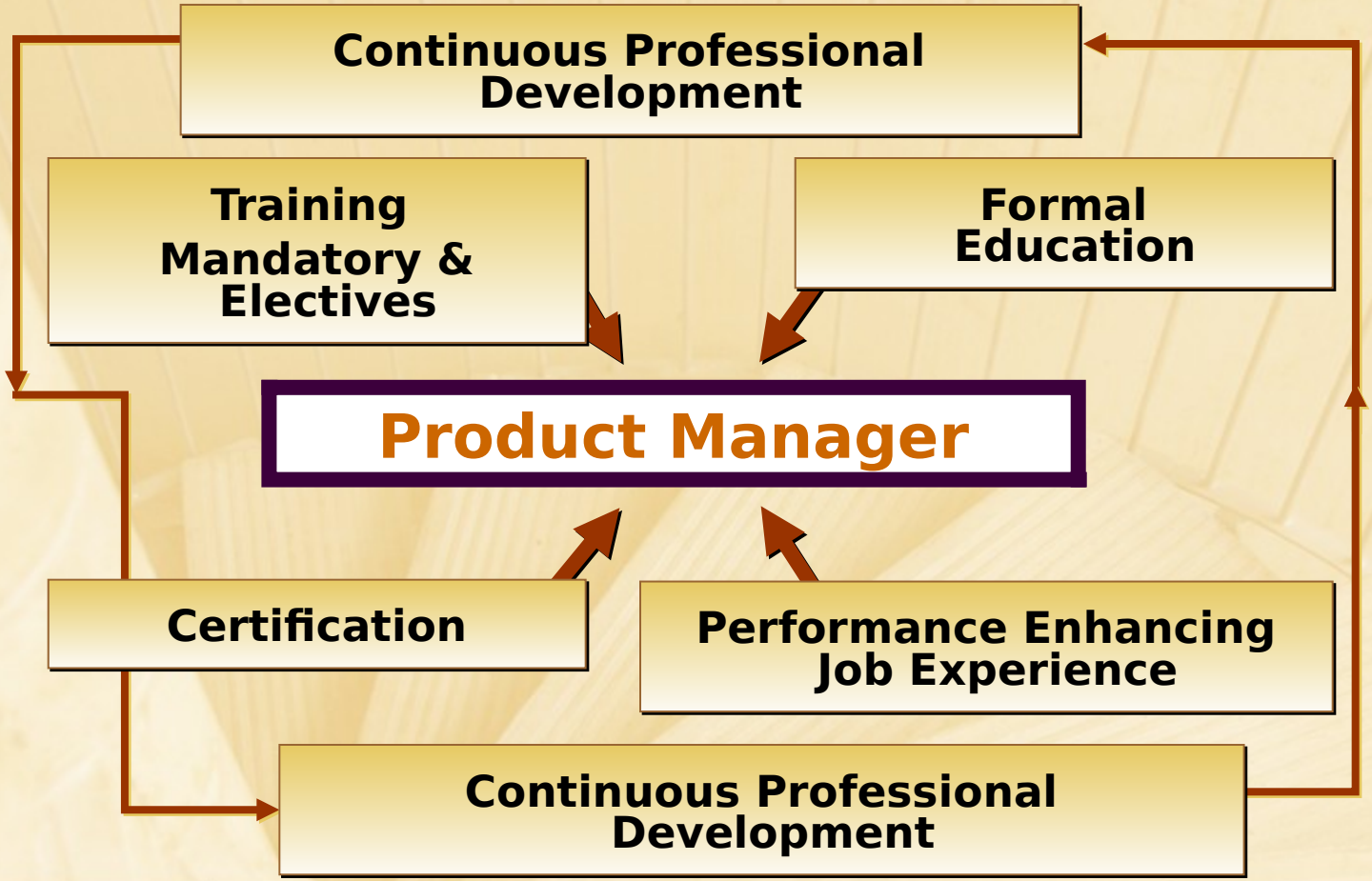
    AND
  - **Tenure Agreement**
  - **Education Exceptions: 1) 10 years of Acquisition Experience as of Oct l991**

    or 2) Serving in an Acquisition Position on Oct 1, l991 and 24

Development Value

- No Cost to individuals or organizations
- Flexible learning environment
- Mentoring
- Range of Competencies – moving from Intermediate to Senior Careerist
- Experience time in PM office
- Experience time in Department of Army level office (ASAALT)
- Leadership exposure
- Networking opportunity
- Accessibility to executive training
- Personal and career growth potential
- Pool of highly competitive PM or senior staff candidates

Five Components of Success



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CDG Improvement Initiatives

“We must become the change

we want to see.”

Making the Program Better!

- Survey (PMO's and Civilian Candidate Pool)
- Marketing and Outreach "Roadshow" (PEO Leadership/Candidates)
- Extend Board Announcement From 60 to 90 Days
- Two-Phase Down-Selection Process (Phase I-Resume, Phase II-Interview)
- 3 Years PM/Sr. Staff Leadership Focus/2 Tracks to Choose From
- Mandatory Rotation Schedule (APM, DASC, APM)
- Regional-Based vs. Washington-Centric (STRICOM, Huntsville, TACOM, CECOM, ARDEC, NCR)
- Mandatory Training (SBLM, Exec Mgmt, Greening -NTC, legislative-Congressional Opns)
- PM Track-Mandatory PM Board Application Requirement (All 3 Program Years)
- Career Path Following Graduation (APM, DPM, PM, DPEO, PEO etc.)
- Centralized Position Management After Graduation
- Return Rights for Graduates Not Promoted
- Tracking Metrics (ROI i.e. 2/3 promoted into leadership positions before graduation)
- CDG Newsletter
- Mentoring (ACQ CDR's and PMO leadership Identify, prepare and recommend CDG Candidates)

Competitive Development Group (CDG) Program

- **Open to NH-III AAC Members With Level III Certification**
- **Annual Board Selection Program - 14 March to 6 May 2005 Announcement!**
- **Three-Year Developmental Program, Centrally Managed**
- **Tailored Individual Development Plans**
- **Expanded Training, Leadership and Career Development Opportunities**
- ***Including Cross-Functional Training and Assignments***
- **Information Briefing can be Found at *http://asc.army.mil/***
- **Announcement and Application Information will be Posted at**
- ***https://www.perscom.army.mil/opfam51/ambmain.htm***

Competitive Development Group Milestones

DEC-MAR – PEO Information Visits

MAR – Announcement Release

MAY – Announcement Closes

JUN – Phase I Board Convenes-Resumes reviewed

JUL – Phase II Board Convenes-Interview Board-1st Alternates List

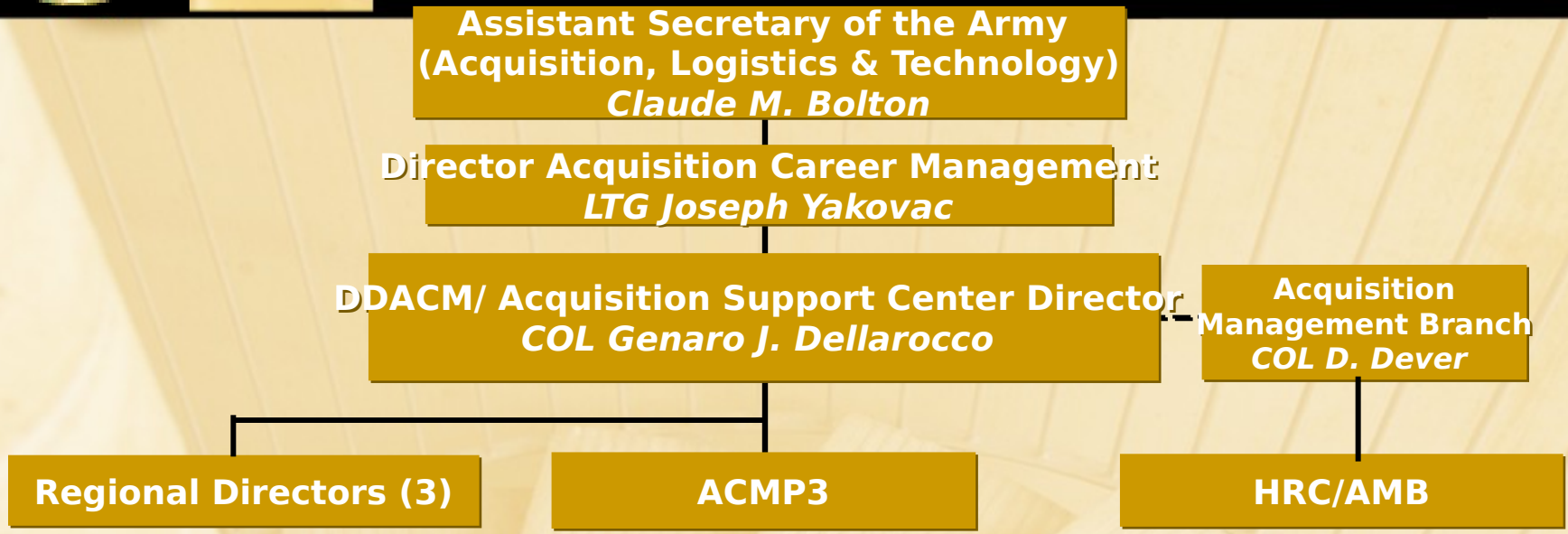
AUG – Notifications

SEP -- Orientation/Graduation

OCT – Slating

JAN – Report to First Assignment

CDG SUPPORT FUNCTIONS

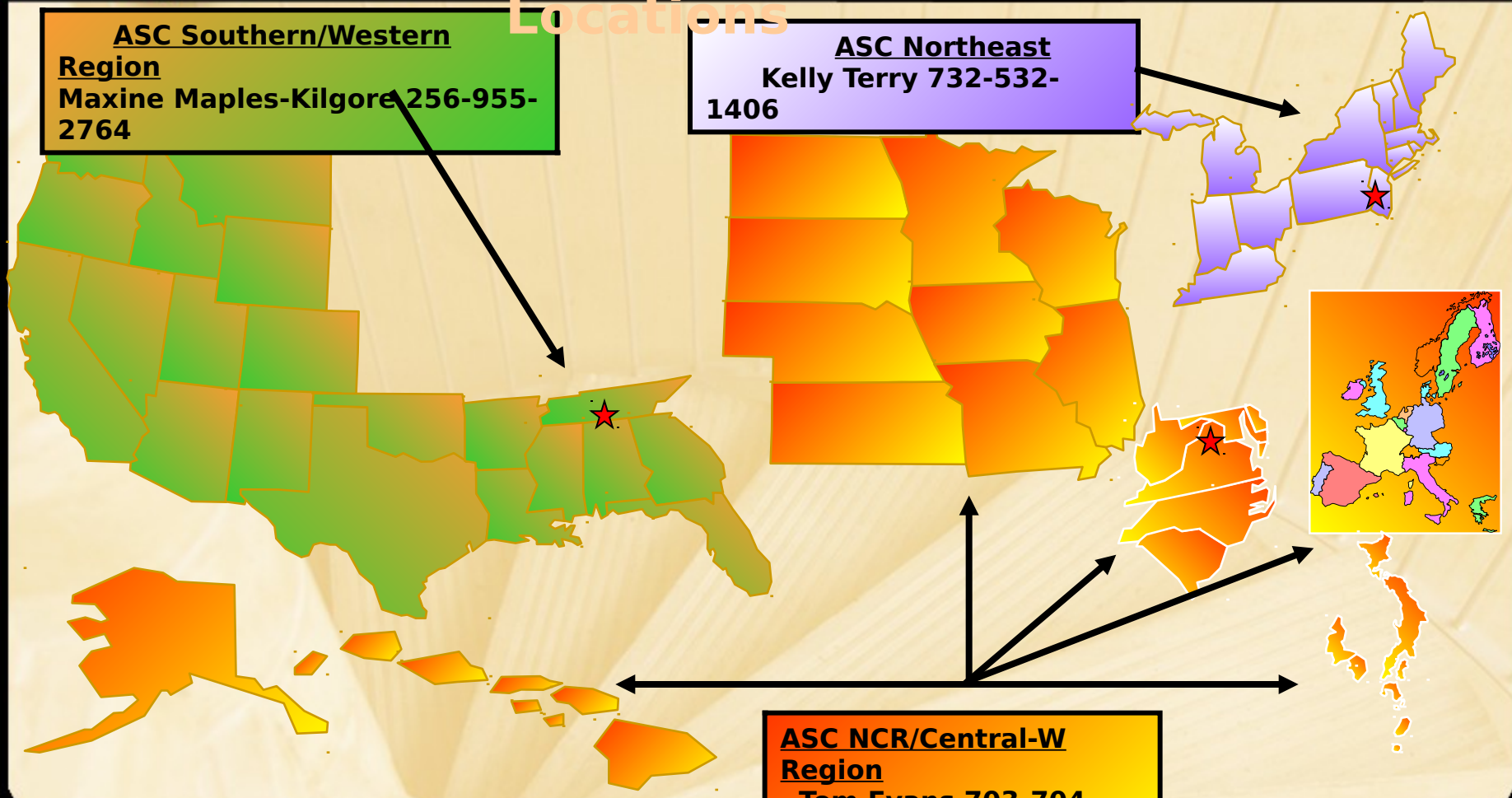


- Primary DACM Representative in Regions
- Senior Leadership Interface
- Acquisition Career Experience Program
- Certification Processing
- Corps Eligible (CE) Program
- Competitive Development Group (CDG) Program
- AAC Career Management Policies
- Continuous Learning Points (CLP) Program
- Policy and Procedures Development
- Centrally manage board selections
- Acquisition Career Record Brief (ACRB) Management and Updates
- Individual Development Plan (IDP) Assistance
  - Regional AETE Training
  - Acquisition Tuition Assistance Program
  - Five Year Rotational Review of CAP Incumbents
  - Professional Development Seminars/Site Visits
- Customer Assistance for CAPPMIS Issues
  - Board Scrub and Preparation
- AAC and CAP Issues
- (Planned) Centrally manage senior acquisition positions

Regional Director Support Locations

ASC Southern/Western Region
Maxine Maples-Kilgore 256-955-2764

ASC Northeast
Kelly Terry 732-532-1406



ASC NCR/Central-W Region
Tom Evans 703-704-0131

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Acquisition Workforce POC's

- **Acquisition Support Center (ASC)** **AAC Home Page:** ***http://asc.army.mil***
  - Ancel Hodges *voice: 703-805-1234*
- **Human Resources Command (HRC)**
  - Cathy Johnston *voice: 703-325-2764*
- **Acquisition Career Manager (ACM)**
  - **National Capital Region:**
    - Chandra Evans-Mitchell *voice: 703-325-4267*
    - Giselle Whitfield *voice: 703-325-9690*
  - **Southern/Western Region:**
    - Roosevelt Ingram *voice: 703-325-3222*
    - Kenneth Winters *voice: 703-325-3215*
  - **Northeast/Central Region:**
    - Gloria King *voice: 703-325-3190*

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Taking Charge of Your Career

- **Be aware of the big picture**
- **Maximize your potential: follow the *"Roadmap to Success"* and be competitive**
- **Balance formal education & training with experience: plan for post-utilization**

Competitive Development Group Program

THANK YOU

“Finding Army Civilians With The Courage To Lead”

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ACQUISITION CAREER MANAGEMENT OFFICE